

**CIVIL SERVICE  
NEWS**



**U.S. Civil Service Commission**  
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ADVANCE FOR TUESDAY MORNING NEWSPAPERS, AUGUST 30, NOT  
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### PRESIDENT ESTABLISHES INTERN PROGRAM

In a Rose Garden ceremony at 10:00 a.m., Thursday, August 25, President Carter signed Executive Order 12003 creating the Presidential Management Intern Program.

Designed to attract to Federal service the most committed and best educated young men and women trained in public management skills, the program will make available 250 two-year internships each year to new graduate degree holders in the field of public management. Interns successfully completing their two-year internships may be granted competitive civil service status.

In describing the concept behind the new program, President Carter said the interns will bring, along with a fresh approach and energy, several years of training plus experience that would be directly relevant to working in high priority management problems facing Federal departments and agencies.

"There is a large free fund of knowledge and thinking that is untapped in universities from Texas to Minnesota and East to West," President Carter said. "This fund of thinking can be harnessed to bring to the Government new ideas."

The program will be administered for the President by the U.S. Civil Service Commission's Bureau of Intergovernmental Personnel Programs, which is developing and implementing processes for nominating, screening, and selecting individuals to participate in the program. The first participants will be those who receive graduate degrees in public management during 1978.

In determining the processes, Civil Service Commission Chairman Alan K. "Scotty" Campbell said CSC will rely heavily on the recommendations of deans and faculty of graduate schools of public affairs and public administration as well as of business schools that offer public management programs. Federal agency officials will be consulted in the development of the program and will be responsible for the final selections. Ideas and opinions of other recognized experts in the field of public management also will be sought to ensure that the program attracts the most able students and that interns are involved in meaningful, important tasks.

Upon selection, a candidate will be appointed as an intern to a position in Schedule A of the excepted service and will carry a full-time work assignment with a Federal department or agency. Jobs will be located throughout the United States.

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Interns will be treated as Federal employees and will be paid at grade 9 of the General Schedule, for which the current annual salary is \$14,097.

Upon successful completion of two years of service under the program, interns will be eligible for conversion to competitive civil service status without further competition.

"It is important to note, however, "CSC Chairman Campbell said, "that the intern would be eligible for conversion -- not entitled to it. The Executive order makes it very clear that an intern's continuation in the program for the full two years will depend on his or her performance during that period."

"The Executive order also makes it clear that affirmative action will be an important aspect of the program," Chairman Campbell said. "We intend to take every step possible to ensure that this new program will represent an important new avenue to top managerial jobs in Government for qualified women and minorities."

Chairman Campbell described the new program as a "small but significant step" in the general reorganization and reform of the Federal personnel management system now underway.

"This is but the first of what will be several key initiatives for improvement in the professional character of the Federal career service," Chairman Campbell said.

"Among the other programs to be recommended by the Civil Service Commission will be a broadening of the present cooperative programs that will make it possible for graduate students in a great variety of fields to work part-time with a Federal agency while pursuing their degrees.

"We will also suggest a greatly strengthened and broader-based executive development program and, finally, we will recommend the establishment of a new executive managerial system at the top of the Federal service.

"All of the proposals, taken together, constitute the beginning of an overall program for increased professionalism of the public service," he said.

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